

Merit Academy

Performance Pay Plan

The Merit College Preparatory Academy (Merit Academy) recognizes that quality teaching should be matched with quality compensation, and that providing incentive for higher performance will lead to greater student achievement and school success. The board therefore adopts the following policy, consistent with its Charter, regarding performance bonus pay for teachers.

Elements of the Performance Pay Plan

Eligibility: Teachers with a current teaching assignment are eligible to receive Performance Pay based on the teacher's individual performance using the elements and criteria outlined in the plan. Teachers who are terminated for cause, who leave or have left the school of their own free will, or who are on formal probation are not eligible.

Amount: The amount of Performance Pay available is up to \$1500 per FTE. (This amount may increase or decrease commensurate with state funding under 53A-17a-148.) The actual amount earned will be based on the percentage of points earned according to the elements of this plan.

Criteria: High Performance Teaching includes these four elements:

- Impact on student learning gains
- Excellent teaching practice
- Professionalism and leadership
- Parent Satisfaction

Impact on Student Learning Gains

High Performing Teachers' students make more than one year's worth of growth while in their class. Teacher impact shall be measured using a value-added model of student test scores. This makes use of the tests that are already used within the school's academic program, as described in the school's charter, and as required by Utah statute and rule.

Student progress will be measured student-by-student, not class-by-class. That is, a teacher's impact will be measured by the progress of his or her specific students over the course of the year that they were in the teacher's class. The Average Student Learning Gain will be calculated as the higher of the median or the mean of the individual growth of each measured student over the school year during which they were in the teacher's class.

Higher student growth means a higher score on the Impact on Student Learning Gains element of the Performance Pay model. The points range for this element is a sliding scale between 0 and 40 points.

Average Student Learning Gain	Points
Less than 1 year's growth	0

1 to 1.1 years' growth	10
1.1 to 1.25 years' growth	25
More than 1.25 years' growth	40
Total Possible Points	40

Excellent Teaching Practice

Quality classroom instruction and management is measured by qualified observers during in-classroom observations by Charter Academy administration and/or education consultants using standards outlined in the school's charter, developed by school administration, consistent with Board policy and approved evaluation standards, and fully explained to teachers.

Teachers must show they provide above average content instruction, real-world contextualization of course content, classroom organization, instructional support, and student engagement. During the observation they will be scored on a 1-5 scale with 5 being the best score possible for the dimensions of Classroom Organization and Emotional Support, and on a 1-10 scale (with 10 being the highest) for the dimensions of Instruction and Student Outcomes:

Instruction Classroom Organization

Content and structure Behavior Management

Real-World Contextualization Procedures and Routines

Delivery and Assessment Cleanliness and Safety

Emotional Support Student Outcomes

Positive climate Student Engagement

Regard for student perspectives Student Understanding

Each teacher shall be observed for one class period on four different occasions. Two members of administration and/or approved educational consultants will score the teacher during each observation. Observers' scores will be averaged to determine one combined score for each of the four observations. The three combined observation scores count towards the overall score for the Teaching Practice element. The Performance Pay points range for this element is a sliding scale between 0 and 30 points, and the units for the points are based on the teacher's average score per dimension on the rubric.

Average Observation Score Per Dimension	Points
0-9 points total score for all dimensions	0
10-15 points total score for all dimensions	10
16-20 points total score for all dimensions	20
25-25 points total score for all dimensions	25
26-30 points total score for all dimensions	30
Total Possible Points	30

Professionalism and Leadership

High Performing Teachers contribute to the school community at large and serve as professional role models to fellow teachers and students alike. A teacher's

professionalism, leadership and quality are evaluated by the school administrative leadership team (Director and, where applicable, Assistant Director(s)). Supervisors evaluate the teacher's strengths and weaknesses compared to the expected performance standard according to the Merit Academy Teacher Evaluation. The Evaluation measures how the teacher has contributed to the Merit Community, how the teacher has helped students contribute to their local communities, delivery of course content, how the teacher has helped students prepare for college, as well as the teacher's positive attitude, punctuality and attendance, professional appearance and conduct, communication and rapport, school and professional commitment, and adherence to school policy.

The Performance Pay points range for this element is a sliding scale between 0 and 20 points, and the units for the points are based on the teacher's percentage of criteria that meets or exceeds the expected performance standard.

Percentage of Criteria meeting or exceeding expected standard	Points
70 percent of criteria meeting or exceeding expectations	5
80 percent of criteria meeting or exceeding expectations	10
90 percent of criteria meeting or exceeding expectations	15
100 percent of criteria meeting or exceeding expectations	20
Total Possible Points	20

Student and Parent Satisfaction

High Performing Teachers achieve high levels of satisfaction among their students and parents.

Once annually during the final academic term, Merit Academy parents and students shall evaluate teachers. The Performance Pay points range for this element is a sliding scale between 0 and 10 points, and the units for the points are based on the percentage of parents and students rating their classroom teacher as satisfactory or higher.

Percentage of Students and Parents Rating Satisfactory or Higher	Points
Fewer than 70 percent of parents rate the teacher satisfactory or higher	0
70 percent of parents rate the teacher satisfactory or higher	5
80 percent of parents rate the teacher satisfactory or higher	8
90 percent of parents rate the teacher satisfactory or higher	10
Total Possible Points	10

Points from each of the 4 elements will be added together to give the overall score for each teacher for a total of 100 points possible, and merit pay will be rewarded based on the percentage corresponding to the teacher's total points from the total amount allocated through state funding.